

**HEALTH WORKFORCE ADVISORY  
COMMITTEE MEETING  
SEPTEMBER 6, 2006**

**Virginia Department of Health  
Office of Health Policy and Planning**

**Achieving Our Mission of...**

- Developing and Administering Programs to Increase and Strengthen the Healthcare Workforce to Improve Health Care Accessibility for Virginia Residents
- Helping Rural and Medically Underserved Communities Recruit Health Care Professionals to Improve Healthcare Systems.

**Through Our Programs**

- Conrad State-30 Program
- National Interest Waiver Program
- State and Federal Loan Repayment Programs
- State and Federal Scholarship Programs
- Shortage Area Designations
- Recruitment and Retention Services
- Primary Practice Opportunities of Virginia (PPOVA – [www.ppova.org](http://www.ppova.org))
- CLAS Act

## **Achieving Our Mission by...**

### **Developing and Administering Programs to Increase and Strengthen the Healthcare Workforce to Improve Health Care Accessibility for Virginia Residents**

#### **Through Our Programs:**

Conrad State-30 Program  
National Interest Waiver Program  
State and Federal Loan Repayment Programs  
State and Federal Scholarship Programs

#### **CONRAD STATE-30 PROGRAM**

The Conrad State-30 Program is a federally authorized program that permits the Virginia Department of Health to act as an interested state agency and request visa waivers for American trained foreign physicians so that they can remain in the U.S. and practice in medically-underserved and health professional shortage areas within Virginia. This waiver option is called the State 30 Program because it is limited to 30 J-1 visa waivers per state per year.

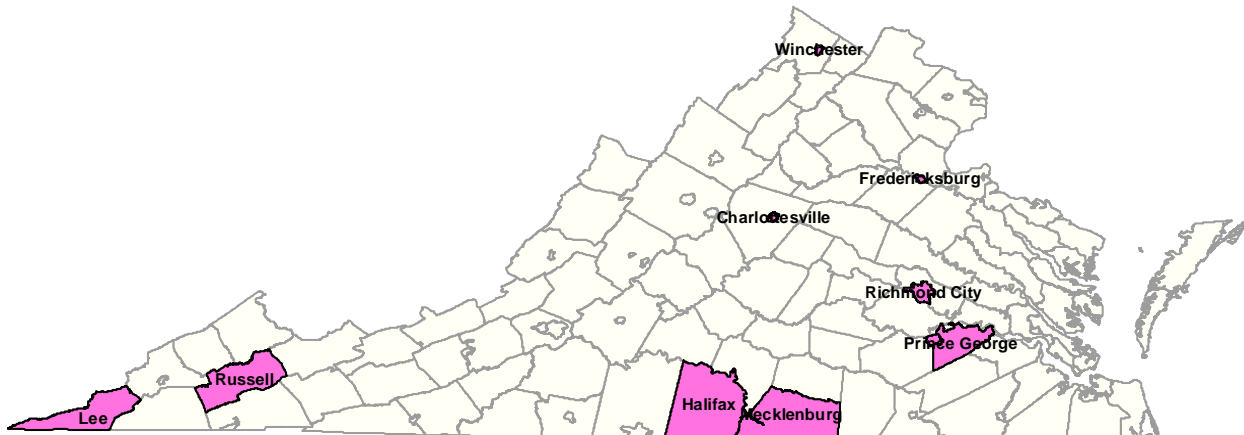
Most international medical graduates enter the United States on a J-1 Exchange Visitor visa in order to train in a residency program in the United States. All of these foreign medical graduates in J-1 visa status are subject to a requirement that they return to their home country for two years at the completion of the residency training program. Satisfaction or waiver of this requirement is necessary before moving from J-1 visa status to most any other visa status. Therefore, in most cases, a return to the home country for two years or a waiver of this requirement is necessary before a physician holding a J-1 visa can obtain employment in the United States.

The J-1 visa waiver removes the requirement for the physician to return to home country for two (2) years. The Conrad State-30 program allows every state to petition the U.S. Department of State (DOS) on behalf of 30 J-1 physicians per year for recommendations to the United States Citizenship and Immigration Service (CIS) to grant J-1 visa waivers. The states receive from each J-1 physician a three-year commitment to serve in a Health Professional Shortage Areas (HPSA) or a Medically Underserved Areas (MUA) in exchange for filing a petition for J-1 visa waiver on behalf of the J-1 physician.



**J-1 Visa Waiver Requests Processed  
July 1, 2005 to June 30, 2006**

|                    | Specialty    |                 |                             |                   |  |           |             |                        |              |              |           |
|--------------------|--------------|-----------------|-----------------------------|-------------------|--|-----------|-------------|------------------------|--------------|--------------|-----------|
|                    | Cardiologist | Family Practice | Hematologist/<br>Oncologist | Internal Medicine | Internal Medicine/<br>Infectious Disease | Neurology | Pathologist | Pediatric Cardiologist | Pediatrician | Psychiatrist | Total     |
| <b>Location</b>    |              |                 |                             |                   |  |           |             |                        |              |              |           |
| Charlottesville    |              |                 |                             |                   |  |           |             | 1                      |              |              | 1         |
| Fredericksburg     |              |                 |                             |                   |  |           |             | 1                      |              |              | 1         |
| Halifax County     |              |                 | 1                           |                   |  |           |             |                        |              |              | 1         |
| Lee County         |              |                 |                             |                   |  |           |             |                        | 1            |              | 1         |
| Mecklenburg        |              |                 |                             |                   |  | 1         |             |                        |              |              | 1         |
| Northampton        |              |                 |                             | 1                 |  |           |             |                        |              |              | 1         |
| Petersburg         |              |                 |                             |                   | 1  |           |             |                        |              |              | 1         |
| Prince George      |              |                 |                             |                   |  |           |             |                        |              | 1            | 1         |
| Richmond City      | 1            | 1               |                             |                   |  | 1         | 1           |                        |              |              | 4         |
| Russell City       |              |                 |                             | 1                 |  |           |             |                        |              |              | 1         |
| Winchester         |              |                 |                             |                   |  |           |             | 1                      |              |              | 1         |
| <b>Grand Total</b> | <b>1</b>     | <b>1</b>        | <b>1</b>                    | <b>2</b>          | <b>1</b>                                 | <b>2</b>  | <b>1</b>    | <b>3</b>               | <b>1</b>     | <b>1</b>     | <b>14</b> |



## STATE AND FEDERAL LOAN REPAYMENT PROGRAMS

Federal and state medical scholarship and loan repayment programs were developed to attract primary care providers to medically underserved areas. By providing financial incentives through these programs for primary care physicians and psychiatrists to practice in high need regions of the state, OHPP hopes to improve the health of the underserved and provide access to quality health care, especially where health issues have the highest racial, ethnic, and socioeconomic disparities in treatment success.

Preference for recruitment or placement services is given to Virginia Medical Scholarship and Nurse Practitioner/Nurse Midwife Scholarship recipients because these programs require service in a HPSA or VMUA. In addition, OHPP assists the National Health Service Corps (NHSC) scholars with placement in practice sites located in medically underserved or health professional shortage areas within Virginia.

The Commonwealth of Virginia offers several programs that offer loan repayment for medical service in health profession shortage areas. In addition to the benefit of serving a community that highly values the practitioner's service, financial incentives include the recipient receiving:

- Up to \$50,000 for a 2-year commitment;
- Up to \$85,000 for a 3-year commitment;
- Up to \$120,000 for a 4-year commitment;
- Plus, the salary and benefit package offered by their employer

The OHPP acts as administrator and staff support for these programs. Therefore, it is imperative that efficient and effective application processing is in place.

### **Virginia Physician Loan Repayment Program (VLRP)**

The **Virginia Physician Loan Repayment Program (VPLRP)** provides financial incentives to primary care physicians and psychiatrists who commit to serving a minimum of two years, with an option to renew up to four years, in a medically underserved area. Based on verified educational loan amounts, a recipient may receive up to \$50,000 for the original two year commitment. If their verified educational loans total more than \$50,000 and if funding is available, a participant can renew for an additional year receiving up to \$35,000. The maximum a recipient can receive is up to \$120,000 for a four year commitment.

### **Bureau of Health Profession – State Loan Repayment Program (SLRP)**

The **HRSA-Bureau of Health Professions State Loan Repayment Program (SLRP)** also provides financial incentives to primary care physicians, psychiatrists, nurse practitioners and physician assistants who commit to serving a minimum of two years in federally designated HPSA. The practice site must be a not-for-profit or public entity. Based on verified loan amounts a recipient can receive up to \$120,000 for a four-year commitment. The SLRP is a federal grant and must be matched with state funds on a dollar for dollar basis.

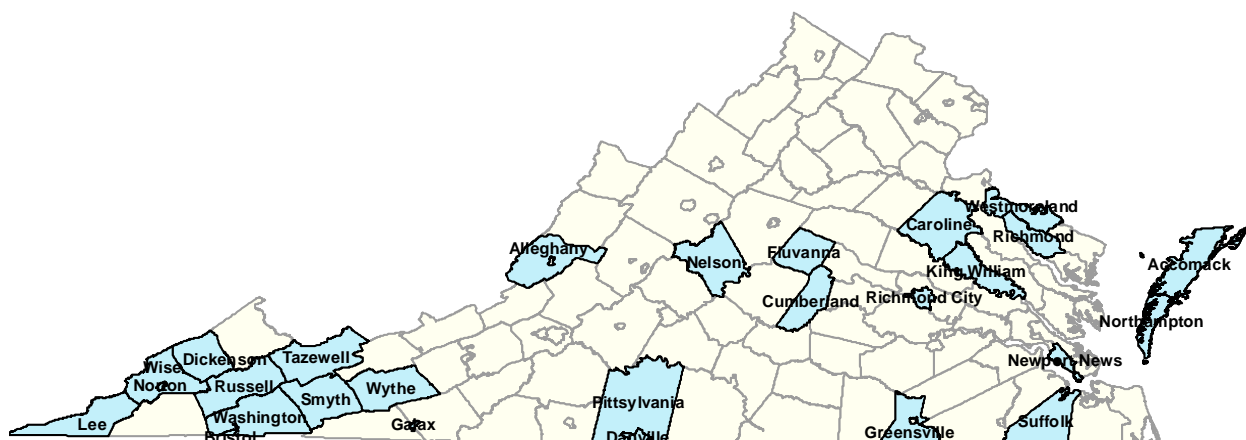
### **National Health Service Corps- Loan Repayment Program (NHSC)**

In addition to the programs listed above, the OHPP will continue to identify and assist practice sites in Virginia eligible to recruit health professionals participating in the National Health Service Corps (NHSC) scholarship and loan repayment programs.



The **Virginia Dental Loan Repayment Program** came into existence in 2000 (*Code of Virginia* § 32.1-122.9:1) but was not funded until the 2005 General Assembly appropriated funds to implement the program beginning July 1, 2005. The loan repayment program is open to graduates of any accredited US dental school who hold a valid Virginia license, are within five years of graduation, and who practice in a dentally underserved area. The loan repayment award is not fixed and is based on Virginia Commonwealth University School of Dentistry tuition for the year in which the loan was acquired. The first awards to dentists under this program were made in FY 2006. The VDH Office of Family Health Services, Division of Dental Health, administers the Dental Loan Repayment Program.

|                                   | Loan Repayment Program Type |           |           |             |
|-----------------------------------|-----------------------------|-----------|-----------|-------------|
| Specialty                         | NHSC                        | SLRP      | VLRP      | Grand Total |
| Adult Nurse Practitioner          | 1                           |           |           | 1           |
| Dentistry                         | 1                           |           |           | 1           |
| Family Practice                   | 3                           | 5         | 12        | 20          |
| Family Practice/Internal Medicine |                             |           | 1         | 1           |
| Family Practice/Ob/Gyn            |                             |           | 1         | 1           |
| Internal Medicine                 | 1                           | 2         | 5         | 8           |
| Internal Medicine/Pediatrics      |                             | 2         |           | 2           |
| Nurse Practitioner                |                             | 1         | 4         | 5           |
| OB/GYN                            |                             |           | 1         | 1           |
| Pediatrics                        |                             | 1         | 3         | 4           |
| Physician Assistant               |                             |           | 5         | 5           |
| Psychiatry                        |                             | 2         | 1         | 3           |
| <b>Total</b>                      | <b>6</b>                    | <b>13</b> | <b>33</b> | <b>52</b>   |



VIRGINIA DEPARTMENT OF HEALTH  
**OHPP** OFFICE OF  
HEALTH POLICY  
AND PLANNING  
YOUR PARTNER OF CHOICE

*Improving Access to  
Quality Health Care for  
All Virginians*

## STATE AND FEDERAL SCHOLARSHIP PROGRAMS

### **Virginia Medical Scholarship Program**

The **Virginia Medical Scholarship Program** (VMSP) awards scholarships annually to medical students and first-year primary care residents in exchange for a commitment to practice in designated medically underserved areas. Qualifying medical students receive \$10,000 per year for up to 5 years. This program is being phased out; however, all students that participated in the program last year will remain eligible for this program until they have reached their first year of residency. Once eligibility runs out for these students, the program will be discontinued. The last year that VMSP scholarships will be awarded is the academic year 2007-2008.

### **Mary Marshall Nursing Scholarship Program**

The **Mary Marshall Nursing Scholarship Program** (MMNSP) provides financial incentives to Licensed Practical Nurse (LPN) and Registered Nurse (RN) students. The program requires one month of service by the recipient as a LPN or RN anywhere in the state for every \$100 of scholarship awarded. Awards have ranged between \$1,200 and \$2,500 per year.

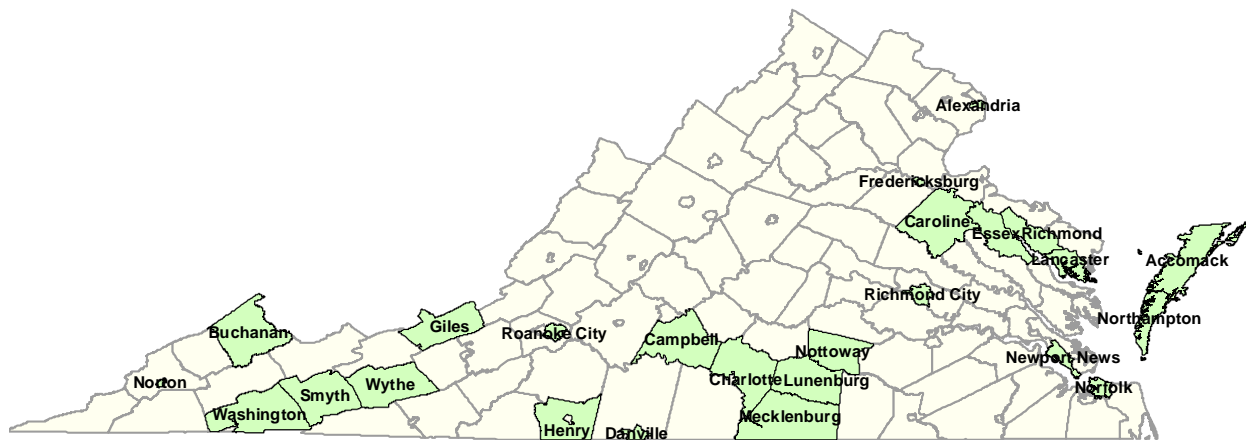
### **Nurse Practitioner/Nurse Midwife Scholarship Program**

The **Nurse Practitioner/Nurse Midwife Scholarship Program** provides a \$5,000 scholarship to individuals pursuing a nurse practitioner or nurse midwife education in Virginia. For every scholarship awarded, a year of service is required in a medically underserved area of the Commonwealth.

### **Virginia Dental Scholarship Program**

The **Virginia Dental Scholarship Program** for Virginia Commonwealth University School of Dentistry students has been in place since 1952. The VDH Office of Family Health Services, Division of Dental Health, administers the Dental Scholarship Program. Scholarship recipients must practice in a dentally underserved area upon graduation. Participation from 1986-1994 averaged nine (9) scholarships per year. Initially, the award was \$2,500 per year, but in 1998 it was raised to \$5,000. In 2000, the award amount was changed to equal one-year in-state tuition (about \$10,500 in 2000). This had a marked impact on the number of potential recipients, since the appropriation of \$25,000 for the scholarship program had not changed since 1952. The 2005 General Assembly made a combined appropriation of \$325,000 for the scholarship and dental loan repayment (described below) programs. Fourteen (14) dental students received awards during the 2005-2006 academic year.

| Scholarship Program<br>2005-2006                     | Number of<br>Applications<br>Received by OHPP | Number of Awards<br>Offered |
|--|---|-----------------------------|
| Nurse Practitioner/Mary Marshall Scholarship Program | 6   | 4                           |
| Practical Nurse Board of Nursing Funds               | 45  | 41                          |
| Registered Nurse                                     | 123   | 97                          |
| <b>Total</b>   | <b>168</b>                                    | <b>142</b>                  |



## **Achieving Our Mission by...**

### **Helping Rural and Medically Underserved Communities Recruit Health Care Professionals to Improve Healthcare Systems**

#### **Through Our Programs:**

Primary Practice Opportunities of Virginia (PPOVA)  
National Rural Recruitment and Retention Network (3RNET)  
Recruitment and Retention Collaborative Team

#### **PRIMARY PRACTICE OPPORTUNITIES OF VIRGINIA (PPOVA)**

The Office of Health Policy and Planning (OHPP) manages a web-based recruitment tool, Primary Practice Opportunities of Virginia ([www.PPOVA.org](http://www.PPOVA.org)), that was established with other Virginia partners. PPOVA represents a web-based marketing effort for promoting the advantages of practicing in the Commonwealth, advertising specific practice opportunities, and identifying candidates from a broad array of medical specialties. Virginia partners continue to assist in the referrals to PPOVA.

In order to help meet the needs of all Virginians, PPOVA continues to list all opportunities in an effort to provide services to the entire state of Virginia. Even though the recruitment efforts provided through PPOVA have been expanded to include the maximum number of specialties and locations, the majority of practitioner vacancies are for primary care providers. Health Professional Shortage Areas continue to represent a significant portion of the vacancies in the Commonwealth. The Southwest region continues to have long term vacancies and continue to receive more intense recruitment efforts.

#### **Accomplishments:**

- Averaged 19,262 visits and 1,738 hits per day on the website
- Received 35% of visits from individuals in Virginia during June, 2006
- Referred 186 candidates to practice sites for available positions
- Posted 97 new available positions
- Forwarded 555 CVs to practice opportunities posted on PPOVA



## June 2006 Website Trends

### Top States and Provinces

| States and Provinces | Visits        | %              |
|----------------------|---------------|----------------|
| 1. Virginia          | 8,074         | 35.01%         |
| 2. California        | 5,063         | 21.95%         |
| 3. Washington        | 2,153         | 9.34%          |
| 4. Massachusetts     | 1,329         | 5.76%          |
| 5. Maryland          | 646           | 2.80%          |
| 6. New York          | 620           | 2.69%          |
| 7. New Jersey        | 514           | 2.23%          |
| 8. Texas             | 460           | 1.99%          |
| 9. Utah              | 407           | 1.76%          |
| 10. Pennsylvania     | 393           | 1.70%          |
| 11. D.C.             | 305           | 1.32%          |
| 12. North Carolina   | 298           | 1.29%          |
| 13. Nevada           | 272           | 1.18%          |
| 14. Georgia          | 263           | 1.14%          |
| 15. Florida          | 216           | 0.94%          |
| 16. Illinois         | 211           | 0.91%          |
| 17. Michigan         | 176           | 0.76%          |
| 18. Ohio             | 164           | 0.71%          |
| 19. Missouri         | 157           | 0.68%          |
| 20. Tennessee        | 146           | 0.63%          |
| <b>Subtotal</b>      | <b>21,867</b> | <b>94.81%</b>  |
| <b>Other</b>         | <b>1,196</b>  | <b>5.19%</b>   |
| <b>Total</b>         | <b>23,063</b> | <b>100.00%</b> |

### Web Trend Data for June 2006

#### PPOVA

#### Top Pages

| Page                        | Visits |
|-----------------------------|--------|
| Job Opportunities           | 4,804  |
| Candidate Interview Form    | 1,696  |
| J-1 Visa Waiver Information | 1,393  |
| Employer Posting Guidelines | 1,096  |
| Loan Repayment Program      | 1,003  |



### New Positions Posted 7/1/05 – 6/30/06

| Specialty   | Number of Positions Posted |
|---|----------------------------|
| Anesthesiology  | 1                          |
| Cardiology  | 2                          |
| Dentistry   | 2                          |
| Dental Hygienist  | 1                          |
| Emergency Medicine  | 3                          |
| Ear, Nose and Throat  | 1                          |
| Family/General Practice Nurse Practitioner                        | 9                          |
| Family Practice Physician   | 25                         |
| Gastroenterology  | 3                          |
| General Surgery   | 4                          |
| Hospitalist   | 4                          |
| Internal Medicine   | 9                          |
| Oncologist  | 1                          |
| Orthopedics   | 7                          |
| Otolaryngology  | 4                          |
| Physician Assistant   | 2                          |
| Physician Assistant or Family/General Practice Nurse Practitioner | 2                          |
| Pediatrics  | 4                          |
| Pharmacy  | 2                          |
| Pediatrics Nurse Practitioner                                     | 1                          |
| Psychiatry  | 3                          |
| Radiologist   | 2                          |
| Urology   | 5                          |
| <b>Grand Total</b>  | <b>97</b>                  |

## NATIONAL RURAL RECRUITMENT AND RETENTION NETWORK – 3RNET

The National Rural Recruitment and Retention Network (3RNet) is made up of state organizations such as State Offices of Rural Health, AHECs, Cooperative Agreement Agencies and State Primary Care Associations. These not-for-profit organizations help health professionals locate practice sites in rural areas throughout the country. Each organization has information regarding rural practice sites in their respective states. They will be able to assist health professionals and their families identify the resources necessary to meet the personal and professional requirements they seek.



Membership in the 3RNet organization enables the Office of Health Policy and Planning to search a database of individuals who are interested in working in rural areas of Virginia. Similarly, Virginia also has direct access to job-seeking residents, fellows and physicians via the CareerMD resume/curriculum vitae (CV) database.

### Host for the 2007 Annual 3RNet Conference

For many years Virginia has been a member of the 3RNET and fully participates in 3RNET activities. Virginia has been selected to host the 2007 annual 3RNet conference. Virginia's Health Workforce Manager has served on the 2006 3RNet conference planning committee and will lead the planning committee activities for the 2007 conference.



## VIRGINIA RECRUITMENT AND RETENTION COLLABORATIVE TEAM



The Virginia Recruitment & Retention Collaborative Team (R & R Collaborative Team) is a collaborative effort between Virginia Dept. of Health, (VDH) Virginia's four academic medical centers, private, public, corporate, federal and state organizations that was formed in September 2003.. The OHPP was a founding partner in the formation of R & R Collaborative Team. The R & R Collaborative Team's mission is to "Establish and enhance collaborative efforts in partnership with stakeholders to deliver improvements to recruitment processes and retention systems for health care providers with an emphasis on the medically underserved areas in Virginia." R & R Collaborative Team members are from localities throughout Virginia, therefore the team meets on a monthly basis via teleconference and in order to maximize our time and expense. The VDH, Recruitment and Retention Services coordinate meetings and facilitate the call. Additionally the R & R Collaborative Team has experienced success in contributing content & usability feedback resulting in enhancements and greater utilization of Virginia's free online healthcare recruitment website Primary Practice Opportunities of Virginia [www.PPOVA.org](http://www.PPOVA.org). All R & R Collaborative member organizations are linked through this comprehensive website.

During this past year, OHPP's Health Workforce/ Minority Health Manager was made aware of a national awards competition that was seeking nominations for outstanding collaborative healthcare workforce recruitment and retention initiatives. The R & R Collaborative team agreed that they would like to submit information on their initiative for this award. The OHPP's Health Workforce/Minority Health Manager authored and submitted an abstract on behalf of the R & R Collaborative Team. The OHPP was notified that the Virginia Recruitment and Retention Collaborative Team won **First Place** in the 2006 Linkages Awards presented by the Council on Linkages between Academia and Public Health Practice of the National Association of County and City Health Officials (NACCHO). On behalf of the team, the Health Workforce and Minority Health Manager will accept this award on September 14, 2006 at the Association of State and Territorial Health Officials Annual Meeting in Atlanta, Georgia.

### Ongoing Marketing Initiatives

The OHPP's Recruitment and Retention initiatives maximize communication effectiveness through various marketing approaches, including:

- newsletters,
- web pages,
- brochures,
- trade magazines,
- exhibits,
- presentations and
- partner affiliations.
- 

OHPP will continue to develop and utilize strategies that address health workforce issues.

*Physician Recruiter Publication:*  
*Nationwide Practice Opportunities in Medicine*  
May 2006 | Second Quarter | Southern Edition

on Virginia's "Free" Healthcare  
Recruitment Website  
[www.PPOVA.org](http://www.PPOVA.org)

Full-time and Locum Tenens Primary Care and Specialist healthcare positions are available in various private, public, profit and non-profit organizations throughout Virginia.

For a detailed listing of positions, visit "Primary Practice Opportunities of Virginia" - "[www.PPOVA.org](http://www.PPOVA.org)". Some positions are eligible for incentive programs, i.e., scholarships, loan repayment, or J-1's.

Employers list your Virginia opportunities on PPOVA for free.

Email: [ppova.recruitment@vdh.virginia.gov](mailto:ppova.recruitment@vdh.virginia.gov)  
Website: [www.ppova.org](http://www.ppova.org).

## OFFICE OF HEALTH POLICY AND PLANNING

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- Minority Health
- Rural Health
- Health Professional Shortage Areas & Medically Underserved Areas

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- Office of Minority Health
- Critical Access Hospitals
- Health Workforce Advisory Committee
- Minority Health Advisory Committee

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- Nursing Scholarship and Loan Repayment Programs
- National Health Services Corps - Virginia Loan Repayment Program
- Virginia Physician Loan Repayment Program
- J-1 30 Visa Waiver Program
- Assist practice sites seeking physicians and other health care providers

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- Virginia State Planning Grant
- Virginia Telehealth Network
- Culturally and Linguistically Appropriate Health Care Services (CLAS Act)
- Program Evaluation - Virginia Abstinence Education Initiative
- VDH Institutional Review Board

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- Recruitment and Retention of Physicians
- Office Webmaster ([www.ppova.org](http://www.ppova.org), [www.3rnet.org](http://www.3rnet.org), [OHPP](http://OHPP))
- Assist practice sites seeking physicians and other health care providers

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- VA Loan Repayment Program Support
- J-1 30 Visa Waiver Program Support
- Incentive Program Support
- General Office Support

